

Approved By: Mr. Manan Saraiya (CEO & Managing Partner)

Applies To: All employees, contractors, agents, and suppliers of **MuellerUnifab Packaging LLP**

1 Human Rights Policy

MUPL upholds internationally recognized human rights as defined by the **United Nations Universal Declaration of Human Rights** and the **ILO Core Conventions**.

We are committed to:

- Treating all individuals with fairness, dignity, and respect.
- Providing a workplace free from discrimination, harassment, and abuse.
- Supporting the freedom of association and collective bargaining.
- Opposing any form of exploitation, forced, or child labour.

2 Child Labour Policy

- The use of child labour is strictly prohibited.
- No person under the legal minimum age for employment (as per local law or ILO Convention 138) shall be employed.
- Where young workers are legally employed (above minimum age but under 18), they must not perform hazardous work or night shifts and must have access to education.

3 Forced or Bonded Labour Policy

- Employment is voluntary. No employee shall be forced to work through threats, coercion, debt bondage, or confiscation of identity documents.
- Workers are free to leave their employment after reasonable notice, as per their contracts and local laws.

4 Anti-Discrimination and Equal Opportunity Policy

- MUPL prohibits discrimination in hiring, promotion, pay, training, or any employment condition based on race, gender, age, religion, disability, marital status, political opinion, sexual orientation, or nationality.
- Employment decisions are based solely on merit, qualifications, and performance.
- Harassment, bullying, or abuse of any kind will not be tolerated.

5 Wage and Working Conditions Policy

- All wages and benefits must comply with applicable laws and meet or exceed the legal minimum wage or industry standards.
- Overtime shall be voluntary, limited, and compensated as per statutory requirements.
- Working hours shall not exceed legal or agreed limits.

Document No.	MUPL/TFS/P02
Issue No.	01
Revision No.	00
Effective Date	01-10-2025

- Employees shall be provided with safe, hygienic, and humane working and living conditions.

6 Working Conditions and Occupational Health & Safety

- MUPL provides a safe, healthy, and secure workplace in compliance with all applicable health and safety laws.
- Employees must follow all safety instructions and report unsafe conditions or incidents immediately.
- Adequate personal protective equipment (PPE), training, and emergency procedures are provided to prevent injuries or accidents.

7 Business Ethics and Fair-Trade Policy

- All business activities must be conducted honestly, fairly, and transparently.
- We prohibit unfair competition, deceptive marketing, and exploitation in trade.
- MUPL supports **fair trade practices** that promote equality, transparency, and respect for human rights in supply chains.
- We expect suppliers to comply with the same ethical standards.

8 Anti-Corruption and Bribery Policy

- MUPL maintains a **zero-tolerance** policy toward bribery, corruption, and facilitation payments.
- No employee or representative shall offer, solicit, or accept any gift, payment, or favour intended to improperly influence a business decision.
- Gifts and hospitality are permitted only if they are reasonable, infrequent, and transparent.
- Violations may result in disciplinary action or legal proceedings.

9 Conflict of Interest Policy

- Employees must avoid situations where personal interests conflict—or appear to conflict—with the interests of MUPL.
- Conflicts include personal relationships, financial interests, or outside employment that may influence business judgment.
- All potential conflicts must be disclosed to HR or management for review.

10 Confidentiality and Data Protection Policy

- Employees must protect confidential business, employee, and client information.
- Information shall not be disclosed to unauthorized persons or used for personal gain.
- All data handling must comply with relevant data protection laws (e.g., GDPR or local equivalent).
- Leaks or misuse of confidential data are subject to disciplinary action.

Document No.	MUPL/TFS/P02
Issue No.	01
Revision No.	00
Effective Date	01-10-2025

11 Whistleblower Policy

- MUPL encourages employees and partners to report unethical or unlawful behaviour without fear of retaliation.
- Reports may be made confidentially to HR, a Compliance Officer, or via an established whistleblowing channel.
- All complaints will be investigated promptly, impartially, and confidentially.
- Retaliation against whistleblowers is strictly prohibited.

12 Compliance with Laws and Regulations

- All employees must comply with applicable laws, regulations, and company policies in the jurisdictions where we operate.
- This includes labour, tax, trade, health & safety, environmental, and anti-corruption laws.
- Ignorance of the law is not a defence for non-compliance.

Responsibilities

Role	Responsibility
Management	Lead by example, promote ethical behaviour, and ensure compliance.
Employees	Understand and adhere to this Code and report violations.
Suppliers/Contractors	Commit to and uphold these standards in all operations.
HR & Compliance	Provide training, monitor compliance, and investigate violations.

6. Violations and Disciplinary Actions

Failure to comply with this Code or any of its sub-policies may result in disciplinary measures, including counselling, suspension, termination, or legal action, depending on the severity of the breach.

7. Review and Continuous Improvement

This Code will be reviewed annually or as required to ensure alignment with legal requirements, ethical standards, and best practices.

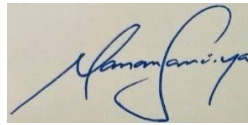
8. Acknowledgment

Document No.	MUPL/TFS/P02
Issue No.	01
Revision No.	00
Effective Date	01-10-2025

All employees and suppliers must sign an acknowledgment confirming that they have read, understood, and agreed to comply with this Code of Conduct and its policies.

Employee/Supplier Name: _____

Signature: _____



Manan Saraiya
(C.E.O. & Managing Partner)
Date: 01/10/2025